

**Title of thesis:** Determine the distribution of human resources that provide direct service in the health sector (doctors, nurses, paramedics and health workers) in Qazvin province in 2014 based on population coverage and compare it with standard or national average

## **Abstract**

**Background:** One of the most important priorities of all countries is equitable access and according to the need for health services. Equal and fair distribution of resources, especially human resources for health is a constant challenge to health policy makers.

**Objective:** The objective of this study was to investigate the distribution of human resources for direct service delivery in the health sector (physicians, nurses, paramedics and health workers) in Qazvin province, 2014 and in comparison with standard or national average.

**Method:** This study is a descriptive-analytical and retrospective study. The studied population including: general practitioners, specialist doctors, nurses, paramedics and health workers that are working in academic and non-academic centers of Qazvin province in 2014. The needed data was collected through census by referring to Department of treatment, development and health of Qazvin Medical Sciences University, non-academic centers, governorship and the Medical Council and was recorded in information form. Data processed and analyzed using Excel and spss software.

**Achievements:** the way of distribution of health forces to separate health centers of Qazvin province and a breakdown of doctors and nurses, paramedics and health workers in rural and urban areas and the size and population of the province were collected in 2016, presented as follows; 1. Qazvin province with an area of 15567303 square meters and a population of 1201565 people and 542 physicians, 1882 nurses, 370 paramedic, 560 health workers and 1719 beds that some of them including;

1.in public and private health centers of Qazvin: 1461 beds, 357 physicians, 1755 nurses and paramedics).

2. Takestan: 104 beds, 27 physicians, 132 nurses and paramedics.

3. Boyin Zahra, 50 beds, 11 physicians, 43 nurses and paramedics

4.Alvand: 55 beds, 28 physicians, 49 nurses and paramedics.

Δ Abyek, 40 beds, 14 physicians, 58 nurses and paramedics.

**Results:** This study showed that there is an unequal distribution in studied cases to the population covered by the study and its existing beds and However, the variety of emerging diseases are expanding and there is more needs to specialized services and in the absence of reforming the current procedures, the problems of manpower will be raised in the near future (job dissatisfaction and job burnout, etc.) and then the distribution in human resources should be considered again along with the new policies of country and proportional to population growth and new diseases.

**Key words:** population, manpower, physician, nurse, paramedic, health worker